



**Universitas Negeri Surabaya
Faculty of Economics and Business
Bachelor of Management Study Program**

Document Code

SEMESTER LEARNING PLAN

Courses	CODE	Course Family	Credit Weight	SEMESTER	Compilation Date		
Compensation Management	6120103064		T=3 P=0 ECTS=4.77	0	July 18, 2024		
AUTHORIZATION	SP Developer		Course Cluster Coordinator	Study Program Coordinator			
	Yuyun Isbanah, S.E., M.SM.			
Learning model	Case Studies						
Program Learning Outcomes (PLO)	PLO study program that is charged to the course						
	Program Objectives (PO)						
	PLO-PO Matrix						
		P.O					
Short Course Description	The course examines how an organization provides compensation to its members. What is used as a reference for the organization to provide compensation in order to achieve justice and increase the motivation of its members.						
References	Main :						
	1. 1. B D Singh, 2007. <i>Compensation and reward manajemen</i> . Exel Books, New delhi. 2. Achmad, Ruky, 2002, <i>manajemen penggajian dan pengupahan untuk karyawan</i> , Gramedia, Jakarta.						
	Supporters:						
Supporting lecturer	Dwiarko Nugrohoseno, S.Psi., M.M. Hafid Kholidi Hadi, S.E., M.SM. Nurul Indawati, S.E., M.M.						
Week-	Final abilities of each learning stage (Sub-PO)	Evaluation		Help Learning, Learning methods, Student Assignments, [Estimated time]		Learning materials [References]	Assessment Weight (%)
		Indicator	Criteria & Form	Offline (offline)	Online (online)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)

1	Can understand / describe compensation	1. Explain the meaning of compensation. 2. Understand the differences in various compensation	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%
2	Can distinguish Fairness and Feasibility in wages and understand the factors that influence wage levels	1. Distinguish between fairness and feasibility in wages. 2. Explain the influencing factors	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%

3	Can formulate a compensation system and be able to design compensation	1. Formulate compensation policy 2. Explain program formation and compensation design	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments			0%
4	Can collect information through job evaluations to prepare compensation	Explains JE techniques as compensation information	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments			0%

5	Can describe job rankings related to rank	1. Explain position rank, 2. Describe behavioral aspects, compensation activities	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%
6	Can calculate and determine the amount of wages/salaries and determine wage/salary benchmarks	Explains the method of determining and determining wage standards	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%

7	Can carry out compensation surveys and understand the use and how to carry out Benchmarking	Explains how to carry out Benchmarking and the importance of carrying out Benchmarking	Criteria: 1.General Assessment Criteria: 2.a.UTS write (weight 80) Characters 20 total 100 3.b. Bill (Task): 4.Coverage of project visits to mangroves (weight 20) 5.Project report (Weight 40) 6.power point (weight 20) 7.Character (weight 20).. Total 100 8.c. Participation : 9.Absent (weight 40) 10.Discussion (weight 40) 11.Characters (weight20).. Total 100 12.d. Written final exam (weight 80) Characters 20 . Total 100 13.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%
8						0%
9	Can describe the various characteristics of salary increases	Explain strategies for increasing wages/salaries using various criteria	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%

10	Can understand the types and guidelines of variable salaries	Explain the types, guidelines and benchmarks for the success of variable salary programs	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 1 X 1 assignments		0%
11	Can describe tariff systems, bonuses from individual incentives, understand measurement	Explains rate and bonus systems and examines special incentive programs	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%

12	Can describe the various types and distribution of group incentives	Explain the different types of group incentives	Criteria: 1.General Assessment Criteria: 2.a.UTS write (weight 80) Characters 20 total 100 3.b. Bill (Task): 4.Coverage of project visits to mangroves (weight 20) 5.Project report (Weight 40) 6.power point (weight 20) 7.Character (weight 20).. Total 100 8.c. Participation : 9.Absent (weight 40) 10.Discussion (weight 40) 11.Characters (weight20).. Total 100 12.d. Written final exam (weight 80) Characters 20 . Total 100 13.Final score (102 103 102 103):10 100	CTL, Pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%
13	Can describe the various types and distribution of group incentives	Explain the different types of group incentives	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%

14	Can understand the elements and fairness of executive compensation	Explain the elements and fairness of providing compensation	Criteria: 1.a.UTS write (weight 80) Characters 20 total 100 2.b. Bill (Task): 3.Coverage of project visits to mangroves (weight 20) 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%
15	Can understand the K3 program and Labor Unions	Explain the K3 program and trade unions and their relationship with employers	Criteria: 1.General Assessment Criteria: 2.a.UTS write (weight 80) Characters 20 total 100 3.b. Bill (Task): 4.Coverage of project visits to mangroves (weight 20) 5.Project report (Weight 40) 6.power point (weight 20) 7.Character (weight 20).. Total 100 8.c. Participation : 9.Absent (weight 40) 10.Discussion (weight 40) 11.Characters (weight20).. Total 100 12.d. Written final exam (weight 80) Characters 20 . Total 100 13.Final score (102 103 102 103):10 100	CTL, pay attention to lecturer orientation, group discussions and 3 X 50 assignments		0%
16						0%

Evaluation Percentage Recap: Case Study

No	Evaluation	Percentage
		0%

Notes

1. **Learning Outcomes of Study Program Graduates (PLO - Study Program)** are the abilities possessed by each Study Program graduate which are the internalization of attitudes, mastery of knowledge and skills according to the level of their study program obtained through the learning process.
2. **The PLO imposed on courses** are several learning outcomes of study program graduates (CPL-Study Program) which are used for the formation/development of a course consisting of aspects of attitude, general skills, special skills and knowledge.
3. **Program Objectives (PO)** are abilities that are specifically described from the PLO assigned to a course, and are specific to the study material or learning materials for that course.
4. **Subject Sub-PO (Sub-PO)** is a capability that is specifically described from the PO that can be measured or observed and is the final ability that is planned at each learning stage, and is specific to the learning material of the course.
5. **Indicators for assessing** ability in the process and student learning outcomes are specific and measurable statements that identify the ability or performance of student learning outcomes accompanied by evidence.
6. **Assessment Criteria** are benchmarks used as a measure or measure of learning achievement in assessments based on predetermined indicators. Assessment criteria are guidelines for assessors so that assessments are consistent and unbiased. Criteria can be quantitative or qualitative.
7. **Forms of assessment:** test and non-test.
8. **Forms of learning:** Lecture, Response, Tutorial, Seminar or equivalent, Practicum, Studio Practice, Workshop Practice, Field Practice, Research, Community Service and/or other equivalent forms of learning.
9. **Learning Methods:** Small Group Discussion, Role-Play & Simulation, Discovery Learning, Self-Directed Learning, Cooperative Learning, Collaborative Learning, Contextual Learning, Project Based Learning, and other equivalent methods.
10. **Learning materials** are details or descriptions of study materials which can be presented in the form of several main points and sub-topics.
11. **The assessment weight** is the percentage of assessment of each sub-PO achievement whose size is proportional to the level of difficulty of achieving that sub-PO, and the total is 100%.
12. TM=Face to face, PT=Structured assignments, BM=Independent study.